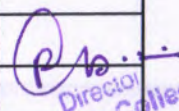


Hindustan College of Science & Technology, Farah, Mathura Faculty Appraisal Performa (Sheet -1)

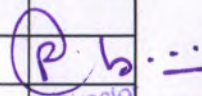
S.No.	Name of Faculty Member	Department	Designation	Date of Joining	Highest Qualification			PhD (Yes/No)	If No, Registered for Ph.D (Yes/No)	Teaching Experience	Industrial Experience
					Degree	Name of Institute / University	Year of Award				


Director
Hindustan College of
Science & Technology
FARAH (MATHURA)

Hindustan College of Science & Technology, Farah, Mathura

Faculty Appraisal Performa (Sheet -2)

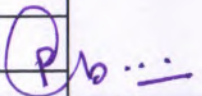
Training Programme/ Workshop/ Skill Development Programme/ Conference/ Seminar/ Guest Lecture organized Assessment Period August 2020 - July 2021			Award/ honour/ /recognition received Assessment Period August 2020 - July 2021	Development of value added/ new experiment to develop the skill of the students Assessment Period August 2020 - July 2021	Ph. D. supervised (Research Supervision as PI / Co-PI) Assessment Period August 2020 - July 2021			Please mention details of attended Conferences/Seminars/ workshops/ Symposium/FDPs/Event/ Skill Development Programme / Guest Lecture delivered Assessment Period August 2020 - July 2021		Details of research project/ consultancy / any other source funding for development of organization Assessment Period August 2020 - July 2021		
Name of the Programme	Date/ Duration	No. of Participants	Details	Details of the new courses developed	No. of active / current Supervision	No. of thesis completed	No. of thesis examined if any	Details	Category	Title of Project / Agency	Status (Complete d or Ongoing)	Amount (Rs. In Lakhs)


 Director
 Hindustan College of
 Science & Technology
 FARAH (MATHURA)

Hindustan College of Science & Technology, Farah, Mathura

Faculty Appraisal Performa (Sheet -3)

Future plans to uplift the department (for example start up, Development of new courses, society connect programme etc) Assessment Period August 2020 - July 2021	Average teaching Load/ Week	Average pass Percentage of		Student Feedback	Admin Responsibilities Assessment Period August 2020 - July 2021
		Aug 2020 - Dec 2020	Jan 2021 - July 2021	2020-21	


 Director
 Hindustan College of
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 FARAH (MATHURA)

Hindustan college of Science & Technology, Mathura

PARS-F Data (Academic Year 2021-22)

S.No.	Colleg e	Department	Emp Code	Emp Name	Desig.	DOJ	FINAL DATA				Score
							Part-1	PART-2	PART-3	PART-4	
33	HCST	Electrical & Electronics Engineering(EEE)	GATEE1002	ANAND KUMAR	Assistant Professor	8/6/2015	114.5	0	2	10	127
34	HCST	Electrical & Electronics Engineering(EEE)	GATEE1070	ANIL KUMAR	Assistant Professor	2/10/2020	112.5	15	0	5	133
35	HCST	Electrical & Electronics Engineering(EEE)	GATEE1006	ANIL SINGH	Assistant Professor	4/20/2002	118.75	0	0	2	121
36	HCST	Electrical & Electronics Engineering(EEE)	GATEE1007	VINEET KUMAR	Assistant Professor	2/1/2011	112.5	0	0	2	115
37	HCST	Electrical & Electronics Engineering(EEE)	GATEE1101	ANIL ASHAWAR	Assistant Professor	8/2/2010	113	0	5	2	120


Director
Hindustan College of
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FARAH (MATHURA)



Hindustan College of Science & Technology

Agra-Delhi Highway (NH-2), Farah,
Distt. Mathura-281122 U.P.
0565-2763366
director.hcst@sgei.org

Employee PMS Score Card (01/01/2018 To 30/06/2018).

SNo.	Indicator Matrix	Method	Points	Actual Rating	
Emp Code	05652763366	College	HCST	Designation	Assistant Professor
Emp Name	ANIL KUMAR KAPAL	Department	Computer Science & Engineering.(CSE)	PMS Score	723.34 Out of 1000

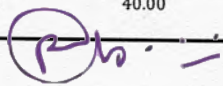
Pers/Category : Efforts relating to teaching process		Sub Perspective : Process Delivery		
1	Alternate teaching methods used(Quiz, seminar, workshop etc	Fixed	15.00	12.00
2	Contribution to department admin work	Fixed	20.00	17.00
3	course taught for the first time	Calculated	10.00	8.00
4	Preparation of teaching plan, lab and teaching content upload	Calculated	10.00	7.00
5	same course for last 3 years	Calculated	15.00	12.00
6	Same course in multiple sections	Calculated	10.00	8.00
	Syllabus coverage as per teaching plan(deviation as a metric)	Calculated	40.00	38.00
	Teaching load: Actual vs norms	Calculated	20.00	12.00
9	Tutorials & labs coverage(deviation as a metric)	Calculated	40.00	50.00
Sub Total :			180.00	164.00

Pers/Category : Efforts relating to teaching process		Sub Perspective : Other Factors(Monitoring, Counseling etc		
10	Analysis of counseling reports and initiating remedial action through parents and HOD	Fixed	15.00	12.00
11	Analysis of internal tests, identification of poor performance and remedial action plan.	Fixed	15.00	13.00
12	Counseling the students	Fixed	20.00	18.00
13	Monitoring of students for learning delivery, attendance and making efforts to improve their engagement	Calculated	20.00	13.69
Sub Total :			70.00	56.69

Pers/Category : Outcome of efforts related to process delivery		Sub Perspective : University Result		
14	Dispersion or spread of students between avg+1 sigma, avg+2sigma and avg+3sigma	Calculated	40.00	38.95
	Factor for avg marks in university exam	Calculated	65.00	65.00
	Factor for Percent increase in CPO	Calculated	60.00	54.00
17	Std Deviation between internal marks and university exam	Calculated	35.00	31.50
Sub Total :			200.00	189.45

Pers/Category : Outcome of efforts related to process delivery		Sub Perspective : Feedback Reports		
18	Director/Dean Academics feedback	Fixed	40.00	38.00
19	HOD feedback score	Fixed	50.00	45.00
20	Peer group feedback score	Fixed	20.00	18.00
21	Student attendance and engagement	Calculated	60.00	42.00
22	Student feedback score	Calculated	80.00	56.00
Sub Total :			250.00	199.00

Pers/Category : Additional Extension Activities		Sub Perspective : Corporate Objectives		
23	Group/College Level Administration & Support	Calculated	40.00	69.00


Director
Hindustan College of
Science & Technology
FARAH (MATHURA)

Employee PMS Score Card (01/01/2018 To 30/06/2018).

SNo.	Indicator Matrix	Method	Points	Actual Rating
24	No of conferences coordinated	Calculated	20.00	0.00
25	No of outstation admission drives conducted	Calculated	20.00	0.00
26	No of school connect programs conducted	Calculated	20.00	0.00
27	No of skill development lectures taken	Calculated	5.00	0.00
28	No of social projects coordinated	Calculated	15.00	0.00
29	No of student admissions coordinated independently	Calculated	20.00	0.00
30	no. of alumni meet/Workshops participated	Calculated	25.00	0.00
31	No. of Internal marketing projects conducted	Calculated	10.00	0.00
Sub Total :			175.00	69.00

Pers/Category : Additional Extension Activities

Sub Perspective : Research & Consultancy

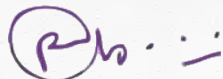
32	article publication in magazines/ no of research papers published in refereed journals with iF<1	Calculated	20.00	0.00
33	Books/chapters published by national/International publisher	Calculated	10.00	0.00
34	Guiding m.Tech/PhD Scholar	Calculated	10.00	0.00
35	new r&D Laboratory/Infrastructure setup	Calculated	15.00	0.00
36	No of Government sponsored projects co-ordinated.	Calculated	10.00	0.00
37	No of industry consultancy projects completed	Calculated	10.00	0.00
38	No of inhouse projects coordinated to reinforce learning	Calculated	15.00	0.00
39	No of research papers published in non paid journals with IF>1	Calculated	20.00	18.00
40	No of research seminars conducted/Full paper in indexed international conference	Calculated	15.00	0.00
41	No of skill development lecture modules developed	Calculated	5.00	0.00
42	No. of industry research paper internal	Calculated	5.00	0.00
43	Publication of national level research papers in non refereed journals with ISBN/ISSN Numbers.	Calculated	10.00	0.00
44	review of journals/Conference papers/No of free industry consultancy projects co-ordinated	Calculated	10.00	7.20
Sub Total :			155.00	25.20

Pers/Category : Additional Extension Activities

Sub Perspective : Student Deliverables

45	Industry relevant training programs conducted to improve employability	Calculated	10.00	0.00
46	No of clubs and committees under TSEP	Calculated	10.00	0.00
47	No Of Cultural Activity Conducted/Organized	Calculated	20.00	20.00
48	No of industry analysis papers and technical presentations conducted for students	Calculated	30.00	0.00
49	No of industry projects completed with student groups engagement	Calculated	5.00	0.00
50	No of industry visits coordinated for general learning & employability	Calculated	15.00	0.00
51	No of placement drives coordinated independently	Calculated	5.00	0.00
52	No. of guest lecture organized	Calculated	20.00	0.00
53	No. of seminars organized to reinforce curricular learning	Calculated	10.00	0.00
54	No. of Social Awareness program organized / conducted	Calculated	10.00	0.00
55	No. of training program organized	Calculated	15.00	0.00
56	No. of workshop organized to reinforce curricular learning	Calculated	10.00	0.00
Sub Total :			160.00	20.00

Grand Total: 1,190.00 723.34 Out of 1000


 Director
**Hindustan College of
 Science & Technology**
 FARAH (MATHURA)



Hindustan College of Science & Technology

AICTE Approved • AKTU Affiliated • 5 NBA Accredited Courses

Agra-Delhi Highway (NH-2),
Farah, Distt Mathura - 281 122
U.P. (India)
Tel : + 91-565-2763366,
+ 91-565-2763705 / 06
Fax : +91-565-2763364

Date: 07th November 2019

To,

Assistant Professor,
Computer Science & Engineering Department

You are aware that a teacher's effectiveness has significant impact on the quality of education and competence building of students as professionals. Your performance and conduct as a teacher has been observed during last academic year. Average PMS score has been obtained by you in the academic year 2018-19 is below 6.00 points out of 10.00 point after 360⁰ evaluations.

Semester	Teaching Process (25)	Students' feedback (25)	R&D / Skill Development Activities (20)	Institute Activities (10)	ACR (10)	Contribution to Society (10)	Total (10)	Average Academic Year 2018-19
Even Sem	20.9	17.5	0	6.04	8.82	5.75	5.9	5.29
Odd Sem	21.28	17.5	0	0	7.91	0	4.67	

Hence your overall performance as a teacher is not acceptable. You must be knowing the areas where proper attention is required, as detailed PMS attributes are shown above. You are hereby advised that you should improve your performance, as management is viewing it very seriously and if PMS score does not improve > 6.00 in the next semester, then management may take remedial action against you.

(Dr. R. K. Upadhyay)
Director

(Dr. D. G. Roychowdhury)
Executive Director

(Prof. V. K. Sharma)
Executive Vice President

Director
**Hindustan College of
Science & Technology**
FARAH (MATHURA)

Copy to:-

- > Director HR, SGI
- > Head of Department
- > Personal & Master File

Regd. Office : "SGI Tower", 500 Mtrs. from Bhagwan Talkies towards Agra-Mathura Highway (NH-2), Agra - 2
Phone : 0562-2522442, 2526758, Fax : 0562-2850274
Delhi Office : M-11, South Extn. II, New Delhi - 110 049, Tel.: +91-11-26262992/93/94,
visit us at : <www.hcsl.in> <www.sgei.org>



DISCOVERING KNOWLEDGE



SHARDA GROUP OF INSTITUTIONS, AGRA

SGI/C-HR/SR/CE-HCST/2022

July 29, 2022

OFFICE ORDER

Accepting the recommendations of Director, Hindustan College of Sc. & Tech., Farah, Mathura, and after due process of review by the Competent Authority, Mr. ~~_____~~ Assistant Professor - Civil Engineering- HCST is hereby assigned additional responsibility of assuring quality of civil works of ongoing projects (and keep tracking the time/ material consumed) at Hindustan Campus. This additional responsibility will entail carrying out all necessary tests and keeping records and, for this purpose, he will use the facilities available in Civil Engineering Laboratory of HCST. As a compensation for the additional work, he will be entitled to a special allowance of Rs. 5,000/- per month (as Personal Pay) with effect from August 01, 2022.

Other terms & conditions of his appointment letter shall remain unchanged.

V.K. Sharma

(V.K. Sharma)
Executive Vice President- SGI

Received
P. S. ...
10/02/2022

Mr. ~~_____~~ Civil Engineering- HCST

Copy To:

1. Director- HCST
2. College- HR- HCST
3. Account Office- HCST

P. S. ...
Director
Hindustan College of
Science & Technology
FARAH (MATHURA)



SHARDA GROUP OF INSTITUTIONS, AGRA

SGI/C-HR/SR/IT-HCST/2022

March 31, 2022

OFFICE ORDER

Accepting the recommendations of Director, Hindustan College of Sc. & Tech., Farah, Mathura and after due process of review by the Competent Authority, Mr. [REDACTED] Assistant Professor- IT, is promoted in Academic Grade Pay of ₹ 7,000/- in the Pay Band of ₹ 15,600-39,100, his revised Basic Pay is ₹ 18,750/- per month with effect from April 01, 2022.

Other terms & conditions of his appointment letter shall remain unchanged.

V.K. Sharma
31/3/22
(V.K. Sharma)
Executive Vice President- SGI

Mr. [REDACTED], Assistant Professor- IT, HCST

Copy To:

1. Director- HCST
2. College- HR- HCST
3. Account Office- HCST

Pb. z
Director
Hindustan College of
Science & Technology
FARAH (MATHURA)



SHARDA GROUP OF INSTITUTIONS, AGRA

SGI/C-HR/SR/TD&P-HCST/2022

March 31, 2022

OFFICE ORDER

Based on the assessment of Competent Authority, **Mr. Raja Pandey**, Head-Training & Development- SGI, is promoted to the next Grade Pay of ₹ 7,600/- with two additional non compounded increments in the Pay Band of ₹ 15,600-39,100, his revised Basic Pay is ₹ 26,313/- per month with effect from April 01, 2022.

He will also hold the charge of Group Head (Training & Development)

Other terms & conditions of his appointment letter shall remain unchanged.

V.K. Sharma

(V.K. Sharma)
Executive Vice President- SGI

Mr. Raja Pandey, Head-Training & Development- SGI, HCST

Copy To:

1. Director- HCST
2. College- HR- HCST
3. Account Office- HCST.

Ph...
Director
Hindustan College of
Science & Technology
FARAH (MATHURA)



SHARDA GROUP OF INSTITUTIONS, AGRA

SGI/C-HR/SR/CSE-HCST/2022

March 9, 2022

OFFICE ORDER

Accepting the recommendations of Director, Hindustan College of Sc. & Tech., Farah, Mathura and after due process of review by the Competent Authority, Mr. ~~XXXXXX~~, Assistant Professor- CSE, is promoted to the next Grade Pay of ₹ 7,000/- in the Pay Band of ₹ 15,600-39,100, his revised Basic Pay is ₹ 18,750/- per month with effect from April 01, 2022.

Other terms & conditions of his appointment letter shall remain unchanged.

V.K. Sharma

(V.K. Sharma)
Executive Vice President- SGI

Mr. ~~XXXXXX~~, Assistant Professor- CSE, HCST

Copy To:

1. Director- HCST
2. College- HR- HCST
3. Account Office- HCST

Pb.ii
Director
Hindustan College of
Science & Technology
FARAH (MATHURA)

Noted in Det
23/3/22



SHARDA GROUP OF INSTITUTIONS, AGRA

SGI/C-HR/SR/CSE-HCST/2022

March 12, 2022

OFFICE ORDER

On acceptance of the recommendation of the duly constituted selection committee meeting held on January 22, 2022, Dr. [REDACTED], Assistant Professor & Head- IT, HCST, Farah, Mathura is hereby promoted to the post of Associated Professor in the Pay Band of ₹ 37,400-67,000 with the Academic Grade Pay of ₹ 9,000/-. He will draw a Basic Pay of ₹ 37,400/- per month with effect from April 01, 2022.

Other terms & conditions of his appointment letter shall remain unchanged.

V.K. Sharma

(V.K. Sharma)
Executive Vice President- SGI

Dr. [REDACTED], Assistant Professor & Head- IT, HCST, Farah, Mathura

Copy To:

1. Director- HCST
2. College- HR- HCST
3. Account Office- HCST

Pb...
Director
Hindustan College of
Science & Technology
FARAH (MATHURA)

Received
Sharma
14/3/2022



SHARDA GROUP OF INSTITUTIONS, AGRA

SGI/C-HR/SR/IT-HCST/2022

March 31, 2022

OFFICE ORDER

Accepting the recommendations of Director, Hindustan College of Sc. & Tech., Farah, Mathura and after due process of review by the Competent Authority, Mr. ~~Manoj Singh~~ Assistant Professor - IT- HCST is hereby allowed increment of 15%, his revised consolidated salary is ₹ 36,800/- per month with effect from April 01, 2022.

Other terms & conditions of his appointment letter shall remain unchanged.

V.K. Sharma
31/3/22
(V.K. Sharma)
Executive Vice President- SGI

Mr. ~~Manoj Singh~~ - IT- HCST

Copy To:

1. Director- HCST
2. College- HR- HCST
3. Account Office- HCST

Pb...
Director
Hindustan College of
Science & Technology
FARAH (MATHURA)